## **Student Growth Workgroup**

**Educator Effectiveness Project** 

## **MINUTES**

September 27, 2011: Meeting #1

Workgroup Members Present: Linda Alder, Lynne Baty, James Birch, Jay Blain, Aaron Brough, Sydney Dickson, Sara Jones, Brian McGill, Kerrie Naylor, JoEllen Shaeffer, David H. Smith, Selena Terry, Emily Tew, Darryl Thomas, Logan Toone, Leah Voorhies, Paul Wagner.

Workgroup Members Excused: Laurel Brown, Wendy Carver, Lori Gardner, John Jesse, Judy Park, Robert Cox.

1. Welcome and Introductions

Kerrie Naylor

- Roll, travel vouchers, notebooks, etc.
- Review Agenda

Workgroup members introduced themselves. Later, during the PowerPoint, members related what they are hearing about the Educator Effectiveness Project. Comments included:

- How will we transition with new core, new assessments, AYP, etc.
- Teachers are feeling "beat-Up"- low morale.
- We need to look at students in a larger realm outside of test scores.
- There is a "revolution out there".
- It creates an opportunity for collegiality or division.
- There are fears and misconceptions about tying compensation to student achievement.
- It is courageous work with lots of fear surrounding the work.
- PLC's will help with the delivery of the information.
- We need tools to help underperforming teachers.
- Concerns about treating all equitably. Resources vary widely from school to school and district to district.
- The process needs to be transparent and fair.
- Special Education teachers and other licensed support staff wonder how they will fit into the process. They want to be included.

Kerrie introduced Dr. Syd Dickson. Dr. Dickson gave the group a brief description of the Educator Effectiveness Project and expressed appreciation for their contributions to this important work.

2. Purpose for Workgroup

Kerrie

- Charges
- History and Big Picture
- Philosophical Activity
  - Why student growth measures? SWOT analysis

A PowerPoint presentation was used to help workgroup members understand the charges and purpose for the Student Growth Workgroup. Charges are:

<u>Overall charge</u>: Make recommendations for student growth measurements for tested and nontested subjects and grades and how they will be used to measure teacher and leader performance in educator evaluation systems. Additional Charges include:

- Discuss the philosophy, research, and questions / concerns behind using student growth measures (Sept. 27)
- Understand what is going on in other states and districts around measuring student growth and learning (Oct. 19)
- Coordinate with the work of the Grading School Task Force (Oct. 19 and ongoing)
- Decide on what type of Student Growth Model Value added or Student Growth Percentages?
   (Oct. 19 and 28)
- Develop valid and reliable measures for tested subjects and grades (on-going)
- Develop criteria for evaluating the quality of student assessment measures (on-going)
- Develop a plan and timeline for non-tested subjects and grades (Nov. 15)
- Discuss the weighting of student growth measures as indicated in PEER R277-531 (Dec. 6)
- Create a recommended timeline for implementation of student growth measurements tied to educator evaluation (Dec. 6)
- Discuss the processes associated with piloting evaluation measurements for districts and state (Dec. 6)

## The PowerPoint is attached.

Next the workgroup participated in an activity to become familiar with the relationship between measuring student growth and improvement in instruction. <u>The SWOT activity notes are attached to the email with the minutes.</u> These will be important as the members proceed with the charges to mitigate weaknesses, threats, and challenges.

3. Grading Schools Work

Kerrie

- How can we use this work to inform ours?
- National Center for Improvement of Educational Assessment
- Dr. Judy Park will present Oct. 19

Information about the Center was given. Their work with the Grading Schools Task Force was briefly reviewed. <u>Dr. Judy Park will give more information to the workgroup on Oct. 19</u>.

4. Guiding Principles for Our Work

Lynne Baty

Lynne led the group in an activity to establish Guiding Principles for our work. A DRAFT of the principles brought forth was created. <u>This draft is attached to the minutes</u>. Lynne and Kerrie will distill the information and bring back a composite of the Guiding Principles for the workgroup to approve at the next meeting.

5. SMARTER Balance Progress

Lynne

Lynne informed the group about the Smarter Balance progress. More information is needed for the group to discuss the quality of the assessments that will be used to measure student growth and apply to teacher and leader evaluations.

At the next meeting, Oct. 19, Judy, John Jesse, and Kevin King will be asked to discuss this.

6. Student Growth Models

Kerrie

• Article: Measuring Teacher Effectiveness Using Growth Models: A Primer

 Article: Developing and Selecting Assessments of Student Growth for Use in Teacher Evaluation Systems  Article: Measuring Teachers' Contributions to Student Learning Growth for Non-tested Grades and Subjects

The first two articles listed above were sent to the workgroup members prior to the Sept. 27 meeting. The last article was included in the members' binders. Kerrie asked everyone to read the last article by Oct. 28.

<u>Kerrie is sending two other articles for members to read</u>. These will be attached in the email with the minutes.

- 7. Further Concerns and Questions that arise from the SGMs presentation? Lynne

  Other questions, comments, and concerns were discussed.. These comments were recorded in the

  PARKING LOT for future reference.
- 8. Closing Comments

Kerrie

It was decided that the space in room 241 is not large enough for the workgroup to meet comfortably. It was decided that we will try to meet at the Utah Law and Justice Center, Oct. 19 and future meetings. Kerrie will email members with the site change. Kerrie and Lynne thanked everyone for their expertise and participation. It will be a good group to work with through the next few months. The meeting concluded at 2:55 p.m.

- 9. Next Meeting: Oct. 19, 9-3:00, **To Be DETERMINED**Other Meeting Times (These may change depending on the Center or we may add meetings):
  - Oct. 28
  - Nov. 15
  - Dec. 6

Lunch was provided at noon. Thank you for your participation. Minutes are sent electronically.